

2012 Tax Facts

PENSION PLAN LIMITATIONS

Internal Revenue Service	2012	2011	IRC ref.
Salary Deferral (pretax) Limits			
• \$401(k)/\$403(b)/SEP/\$501(c)(18)(D)	\$17,000	<i>\$16,500</i>	\$402(g)(1)
• SIMPLE Plans	\$11,500	<i>\$11,500</i>	\$408(p)(2)(E)
• state/local gov't; tax exempts	\$17,000	<i>\$16,500</i>	\$457(e)(15)
• \$401(k) catch-up contributions	\$5,500	<i>\$5,500</i>	\$414(v)(2)(B)(i)
• Other catch-up contributions	\$2,500	<i>\$2,500</i>	\$414(v)(2)(B)(ii)
Section 415 Annual Benefits Limits			
• defined benefit plans	\$200,000	<i>\$195,000</i>	\$415(b)(1)(A)
• defined contribution plans	\$50,000	<i>\$49,000</i>	\$415(c)(1)(A)
Compensation Limits			
• qualified plans	\$250,000	<i>\$245,000</i>	\$401(a)(17)
• collectively bargained	\$250,000	<i>\$245,000</i>	\$401(a)(17)
• governmental plans	\$375,000	<i>\$360,000</i>	\$401(a)(17)
Highly Compensated Levels			
• at any time 5% owner	no limit	no limit	\$414(q)(1)(A)
• any employee	\$115,000	<i>\$110,000</i>	\$414(q)(1)(B)
• one of top-paid employees	optional	optional	\$414(q)(1)(B)
Key Employee Levels			
• highly compensated employee/officer	\$165,000	<i>\$160,000</i>	\$416(i)(1)(A)(i)
• 10 highest paid employees with largest interest	N/A	N/A	\$416(i)(1)(A)(ii)
• 5% owner	no limit	no limit	\$416(i)(1)(A)(iii)
• 1% owner			\$416(i)(1)(A)(iv)
SEP Plans			
• mandatory plan participation	\$550	<i>\$550</i>	\$408(k)(2)(C)
• compensation amount	\$250,000	<i>\$245,000</i>	\$408(k)(3)(C)
— collectively bargained	\$250,000	<i>\$245,000</i>	\$408(k)(3)(C)
ESOP			
• threshold for exception to 5-yr. distribution requirement	\$1,015,000	<i>\$985,000</i>	\$409(o)(1)(C)(ii)
• incremental amt. for distribution	\$200,000	<i>\$195,000</i>	\$409(o)(1)(C)(ii)
Control Employees			
• private sector			
— board or shareholder-appointed or elected official	\$100,000	<i>\$95,000</i>	Reg. §1.61-21 (f)
— any employee	\$205,000	<i>\$195,000</i>	Reg. §1.61-21 (f)
• governmental employee		<i>\$145,700</i>	Reg. §1.61-21 (f)

FEDERAL MINIMUM WAGE
\$7.25 per hour (Jul 24 2009)

SOCIAL SECURITY (OASDI) & MEDICARE (HI) TAX

Year	Fund	Wage		Max Tax
		Limit	Rate	
2012	EE OASDI	\$110,100	6.20%	\$6,826.20
	ER OASDI	\$110,100	6.20%	\$6,826.20
	EE HI	All Wages	1.45%	No Limit
	ER HI	All Wages	1.45%	No Limit
2011	EE OASDI	\$106,800	4.20%	\$4,485.60
	ER OASDI	\$106,800	6.20%	\$6,621.60
	EE HI	All Wages	1.45%	No Limit
	ER HI	All Wages	1.45%	No Limit

FEDERAL UNEMPLOYMENT TAX

	Wage Limit	Rate	Maximum Credit	Deposit Rate
Jan-Dec 2012	\$7,000.00	6.00%	5.40%	0.60%
Jan-Jun 2011	\$7,000.00	6.20%	5.40%	0.80%
Jul-Dec 2011	\$7,000.00	6.00%	5.40%	0.60%

TAX-FREE COMMUTING BENEFITS

	2012	2011
Employee Parking	\$240 per month	\$230 per month
Transit Passes	\$125 per month	\$230 per month
Van Pools	\$125 per month	\$230 per month
Bicycle	\$20 per month	\$20 per month

FEDERAL MILEAGE RATES

	2012	2011
Business Mileage	\$0.555	.555 (July 1) / 0.51
Relocation	\$0.230	.235 (July 1) / 0.19
Charitable	\$0.140	\$0.140
Medical	\$0.230	.235 (July 1) / 0.19

LUXURY CAR

Vehicles not eligible for Cents-Per-Mile rule

If car placed in service in...	Value cannot exceed...
2012	\$15,900.00 for cars
	\$16,700.00 for SUV/Trucks
	\$21,100.00 for Fleet - Luxury Car
	\$21,900.00 for Fleet - SUV
2011	\$15,300.00 for cars
	\$16,200.00 for SUV/Trucks
	\$20,300.00 for Fleet - Luxury Car
	\$21,200.00 for Fleet - SUV

If the cents-per-mile method cannot be used, the employer must use the annual lease-value method or a general valuation standard to determine the value of an employee's personal use of a company-provided vehicle.

2012 Tax Facts

State Unemployment Wage Bases 2012			Supp. Rates
State	2012	2011	2012
AL	\$ 8,000.00	\$ 8,000.00	5.00%
AK	\$ 35,800.00	\$ 34,600.00	N/A
AZ	\$ 7,000.00	\$ 7,000.00	Follows Fed
AR	\$ 12,000.00	\$ 12,000.00	7.00%
CA	\$ 7,000.00	\$ 7,000.00	6.60%
CO	\$ 11,000.00	\$ 10,000.00	4.63%
CT	\$ 15,000.00	\$ 15,000.00	(1)
DE	\$ 10,500.00	\$ 10,500.00	(1)
DC	\$ 9,000.00	\$ 9,000.00	(1)
FL	\$ 8,500.00	\$ 7,000.00	N/A
GA	\$ 8,500.00	\$ 8,500.00	2% to 6%
HI	\$ 38,800.00	\$ 34,200.00	(1)
ID	\$ 34,100.00	\$ 33,300.00	7.80%
IL	\$ 13,560.00	\$ 12,740.00	5.00%
IN	\$ 9,500.00	\$ 9,500.00	3.40%
IA	\$ 25,300.00	\$ 24,700.00	6.00%
KS	\$ 8,000.00	\$ 8,000.00	5.00%
KY	\$ 9,000.00	\$ 8,000.00	(1)
LA	\$ 7,700.00	\$ 7,700.00	Follows Fed
ME	\$ 12,000.00	\$ 12,000.00	5.00%
MD	\$ 8,500.00	\$ 8,500.00	4.75%
MA	\$ 14,000.00	\$ 14,000.00	5.30%
MI	\$ 9,000.00	\$ 9,000.00	4.35%
MN	\$ 28,000.00	\$ 27,000.00	6.25%
MS	\$ 14,000.00	\$ 14,000.00	(1)
MO	\$ 13,000.00	\$ 13,000.00	6.00%
MT	\$ 27,000.00	\$ 26,300.00	6.00%
NE	\$ 9,000.00	\$ 9,000.00	5.00%
<i>NV</i>	<i>\$ 26,400.00</i>	\$ 26,600.00	N/A
NH	\$ 14,000.00	\$ 12,000.00	N/A
NJ	\$ 30,300.00	\$ 29,600.00	(1)
NM	\$ 22,400.00	\$ 21,900.00	4.90%
NY	\$ 8,500.00	\$ 8,500.00	9.77%
NC	\$ 20,400.00	\$ 19,700.00	6.00%
ND	\$ 27,900.00	\$ 25,500.00	2.82%
OH	\$ 9,000.00	\$ 9,000.00	3.50%
OK	\$ 19,100.00	\$ 18,600.00	5.25%
OR	\$ 33,000.00	\$ 32,300.00	9.00%
PA	\$ 8,000.00	\$ 8,000.00	3.07%
RI	\$19600 or \$21100 **	\$ 19,000.00	5.99%
SC	\$ 12,000.00	\$ 10,000.00	7.00%
SD	\$ 12,000.00	\$ 11,000.00	N/A
TN	\$ 9,000.00	\$ 9,000.00	N/A
TX	\$ 9,000.00	\$ 9,000.00	N/A
UT	\$ 29,500.00	\$ 28,600.00	(1)
VT	\$ 16,000.00	\$ 13,000.00	7.20%
VA	\$ 8,000.00	\$ 8,000.00	5.75%
WA	\$ 38,200.00	\$ 37,300.00	N/A
WV	\$ 12,000.00	\$ 12,000.00	3% to 6.5%
WI	\$ 13,000.00	\$ 13,000.00	4.6% to 7.75%
WY	\$ 23,000.00	\$ 22,300.00	N/A

* Bold indicates increase / italics indicates decrease

** For approximately 75% of employers, the wage base will be \$19,600. For employers that pay at the highest UI Tax Rate of 9.79% (25% of employers), the wage base will be \$21,100.

(1) Add to regular wages, compute tax on total, and subtract tax withheld from regular wages

DISABILITY WAGE BASES		
	2012	2011
California	\$95,585.00	\$93,316.00
<i>Hawaii</i>	<i>\$ 903.28 Weekly</i>	\$884.29 Weekly
New Jersey	\$30,300.00	\$29,600.00
New York *	None	None
Rhode Island	\$60,000.00	\$58,400.00

* Max Tax Per Week \$.60

INFORMATION AIDS	
Internal Revenue Service	
General Info	1-800-829-1040
Forms	1-800-829-3676
Information Reporting	
Hotline	1-866-455-7438
EFTPS	
Customer Service	1-800-555-4477
Batch Provider Customer Service	1-800-945-0966
Internet HomePage	http://www.eftps.gov
Internet HomePage	http://www.irs.gov
Social Security Administration	
General Info	1-800-772-1213
Employer Reporting Service Center	1-800-772-6270
Internet HomePage	http://www.ssa.gov
US Citizenship & Immigration Services	
Internet HomePage	1-800-357-2099 http://uscis.gov
US Department of Labor	
Internet HomePage	1-866-487-2365 http://www.dol.gov/
American Payroll Association	
Internet HomePage	1-210-226-4600 (SA Office) http://www.americanpayroll.org
U.S Immigration & Customs Enforcement	
Internet HomePage	http://www.ice.gov
Office of Child Support Enforcement	
Internet HomePage	http://www.acf.dhhs.gov/programs/cse
Department of Health & Human Services	
Internet HomePage	http://www.dhhs.gov

2012 Tax Facts

State Minimum Wage Rates 2012				
State		2012		2011
AL	\$	7.25	\$	7.25
AK	\$	7.75	\$	7.75
AZ	\$	7.65	\$	7.35
AR	\$	6.25	\$	6.25
CA	\$	8.00	\$	8.00
CO	\$	7.64	\$	7.36
CT	\$	8.25	\$	8.25
DE	\$	7.25	\$	7.25
DC	\$	8.25	\$	8.25
FL	\$	7.67	\$	7.31
GA	\$	5.15	\$	5.15
HI	\$	7.25	\$	7.25
ID	\$	7.25	\$	7.25
IL	\$	8.25	\$	8.25
IN	\$	7.25	\$	7.25
IA	\$	7.25	\$	7.25
KS	\$	7.25	\$	7.25
KY	\$	7.25	\$	7.25
LA	\$	7.25	\$	7.25
ME	\$	7.50	\$	7.50
MD	\$	7.25	\$	7.25
MA	\$	8.00	\$	8.00
MI	\$	7.40	\$	7.40
MN	\$	6.15	\$	6.15
MS	\$	7.25	\$	7.25
MO	\$	7.25	\$	7.25
MT	\$	7.65	\$	7.35
NE	\$	7.25	\$	7.25
NV	\$	8.25	\$	8.25
NH	\$	7.25	\$	7.25
NJ	\$	7.25	\$	7.25
NM	\$	7.50	\$	7.50
NY	\$	7.25	\$	7.25
NC	\$	7.25	\$	7.25
ND	\$	7.25	\$	7.25
OH	\$	7.70	\$	7.40
OK	\$	7.25	\$	7.25
OR	\$	8.80	\$	8.50
PA	\$	7.25	\$	7.25
RI	\$	7.40	\$	7.40
SC	\$	7.25	\$	7.25
SD	\$	7.25	\$	7.25
TN	\$	7.25	\$	7.25
TX	\$	7.25	\$	7.25
UT	\$	7.25	\$	7.25
VT	\$	8.46	\$	8.15
VA	\$	7.25	\$	7.25
WA	\$	9.04	\$	8.67
WV	\$	7.25	\$	7.25
WI	\$	7.25	\$	7.25
WY	\$	5.15	\$	5.15

Federal Minimum Wage Rates 2012					
Date	Min Wage	Min Wage Tipped	Max Tip Credit	Youth Sub-Min Wage	
9/1/1997	\$5.15	\$2.13	\$3.02		\$4.25
1/1/2008	\$5.85	\$2.13	\$3.72		\$4.25
7/24/2008	\$6.55	\$2.13	\$4.42		\$4.25
7/24/2009	\$7.25	\$2.13	\$5.12		\$4.25

* Bold indicates increase / italics indicates decrease